

**Attachment 3**  
**Hiring Non-citizens**  
**March 2006**

1. IMMIGRANT ALIENS. An immigrant (meaning a lawful permanent resident alien or a person granted asylum or refugee status) who is an intending citizen (meaning he or she is eligible for citizenship, has filed a declaration of intent to become a United States citizen, is actually residing in the United States, and within six months of being eligible for citizenship, applies for citizenship) may be from any country.
2. NONIMMIGRANT ALIENS. In determining the level of and requirements for access to information given to a nonimmigrant,<sup>1</sup> the “Country List”<sup>2</sup> is as follows:

Argentina	France	Norway
Australia	Germany	Panama
Bahamas	Greece	Paraguay
Belgium	Guatemala	Peru
Bolivia	Haiti	Philippines
Brazil	Honduras	Poland
Bulgaria	Hungary	Portugal
Canada	Iceland	Romania
Chile	Ireland	Slovakia
Colombia	Israel	Slovenia
Costa Rica	Italy	Spain
Cuba	Japan	South Korea
Czech Republic	Latvia	Thailand
Denmark	Lithuania	Trinidad & Tobago
Dominican Republic	Luxembourg	Turkey
Ecuador	Netherlands	United Kingdom
El Salvador	New Zealand	Uruguay
Estonia	Nicaragua	Venezuela

3. In addition, the following persons are also eligible for hire: (a) nationals of the United States; (b) refugees from South Vietnam, Cambodia, or Laos who were paroled into the United States after January 1, 1975; and (c) nationals from the People’s Republic of China eligible for adjustment of status under the Chinese Student Protection Act of 1992.<sup>3</sup>

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<sup>1</sup> A nonimmigrant is a foreign citizen who has been granted a visa to enter the United States temporarily for a specific purpose and does not intend to become a U.S. citizen. To be eligible for hire, the nonimmigrant must have a visa, such as an H-1B, that authorizes him or her to work in the United States.

<sup>2</sup> The Country List is the list of countries from which non-citizens are eligible to be hired by a U.S. federal agency that uses appropriated funds (the “appropriations’ ban”). The Board is not subject to the appropriations’ ban, but, as a common point of reference, uses the “Country List” in deciding which non-citizens may have access to sensitive information.

<sup>3</sup> These additional categories are also included in the appropriations’ ban. *See* footnote 2.